

CITY OF CHULA VISTA PROPOSAL TO IAFF
REGARDING MATERNITY LEAVE

PROPOSAL #____
DATE: March 12, 2014

PROPOSALS:

IAFF submitted a proposed maternity leave policy. The City currently provides leave in compliance with State and Federal law. IAFF expressed a concern about which work schedule an employee would be on while on leave because of birth or termination of the pregnancy and proposing a 40 hour work schedule. The City submits the following counter regarding maternity leave based upon IAFF's concern.

| CONCERN:

The City must be cautious and prudent in its use of public monies.

PROPOSAL:

1. The following shall be added to Article 3.03 Sick Leave:

“I. An employee who has given birth, or at termination of their pregnancy, and is out on leave, may elect to either be on a 40-hour schedule or 56-hour schedule while out on said leave. The employee shall notify their Supervisor of their decision as to which work schedule will be used during their leave, the pay period prior to being out on leave or, if unable to do so because of unexpected medical reasons, as soon as possible. Any change in schedule shall be effectuated to begin in a complete pay period. There shall be no changes during portion of pay periods.

2. This section is contingent upon and shall not be implemented without IAFF agreement to City Proposals 8 and 11 regarding elimination of 15% differential for those not assigned as training Captains. IAFF shall also withdraw their Maternity Leave Policy.

RESULTS:

The City moves towards IAFF position on this issue and continues to be cautious and prudent in the use of public monies.